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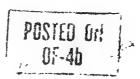
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14. Organizational Designations	Code 15. Location Of Official Station	Station Code
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77. 14 nure Cl Action Code	28 Elf. Date   29. Type Of Employee   Co   Md. Ca. Yr.	de 30. Separation Data
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GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE

12 JANUARY 1958 AUTHORIZED BY P. L. 85 + 462 AND DCI

DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

1220	RV ME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY

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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

## GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

C D A 1777			Per A	nnum	Rate	s and	Steps		<del></del>	······
GRADE -	1	2	3	4	5	6	7	8	9	10
$\overline{GS-1}$	\$3,385	\$3,500		\$3,730		\$3,960		\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,805	3,930	4,055	4,180			4,555	4,680	4,805
GS- 3	4,005	4,140		4,410	4,545			4,950	5,085	
GS-4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5.690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
.GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	
GS- 9	7,220	7,465	7,710	7,955		8,445	8,690	8,935	9,180	
GS-10	7,900	8.170	8,440	8,710		9,250		9,790	10,060	10,330
GS-11	8,650	8,945	9,240				10,420			
GS-12	10,250	10,605	10,960	11,315	11,670	12,025	12,380	12,735	13,090	13,445
GS-13										
GS-14	14,170	14,660	15,150	15,640	16,130	16,620	17,110	17,600	18,090	18,580
GS-15										21,590
GS-16						22,210	22,865	23,520	24,175	
GS-17	21,445	22,195	22,945	23,695	24,445				[	
GS-18	24,500					1				

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SECTION B	PERFORMANCE EVALUATION	
W - Weak	Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this cote, positive remedial action. The nature of the action could range from counsaling; to further training, a probation, to reassignment or to separation. Describe action taken or proposed in Section:C.	o placing
A . Adequote	Parlamonre meets all requirements. It is antirely satisfactory and is characterized neither by defice excellence.	iency nor
P : Prolicient	Performance is more than satisfactory. Desired results are being produced in a proficient manner,	
5 · Strong  O · Outstanding	Performance is characterized by exceptional proficiency. Performance is so exceptional in relation to regularments of the work and in comparison to the perfo	
O · Oursiending	others doing similar work as to warrant special recognition.	moner os
* * * * * * * * * * * * * * * * * * * *	SPECIFIC DUTIES	
ianner in which ei	no most important specific duties performed during the rating period. Insert rating letter which best d eployee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. A	
ith supervisory is recipic buty no	rsyonsibilities MUST be rated on their ability to supervise (indicate number at employees supervised).	PATI
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	OYERALL PERFORMANCE IN CURRENT POSITION	F* 2.7 *
	verything about the employed which influences his effectiveness in his current position such as per-	LETTE
mance of specifi tirular fimitation to the letter in th	e duties, productivity, conduct as job, cooperativeness, pertinant personal traits or habits, and a cristents. Based on your knowledge of employee's overall performance during the rating period, by cally box corresponding to the statement which most accurately reflects his level of performance.	s
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SECTION C	NARRATIVE COMMENTS	FILL OF PEL NULL
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TION D	CERTIFICATION AND COMMENTS	(continued)
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10 June 1965	ADC/WH/C	

SEC	ECTION C - Narrative Comments (Continued)						,					
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	TION B				PERFORMAN		***************************************				
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SECTION C	HARRATIVE COMMENTS
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SECTION D	CERTIFICATION AND COMMENTS
A CONTRACTOR OF THE PARTY OF TH	OY EMPLOYEE
ATE	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
13 June 1964	/c/a (signed in
	BY SUPERVISOR
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#### Continuation Sheet/FITNESS REPORT - Section C:

Subject is a dedicated officer who has proven by performance that he can be counted on to get the job dono in less than allowable time limits. Subject is a sound first-echelon supervisor of a group doing a basic paramilitary job. Subject has the ability to develop a sense of teamwork in a diverse group of employees. It is believed that this leadership trait is particularly significant in that Subject has judiciously blended the talents of staff agents, career agents, contract employees, Army officers and Havy personnel into a cohesive, effective group which has been able to mount successful resistance,
Subject delegates authority and has control over the paper flow in his Branch. Subject has a fine appreciation for positive intelligence collection techniques and he has been able to relate these techniques to his PM operations so that an intelligence product of quality has been developed on the rural areas of the target country. As a result of the totality of Subject's performance during the period covered by this report, his over-all performance warrants an evaluation of Strong.
Subject has Spanish language fluency, operational experience, area knowledge and drive. Armed with these tools, Subject is capable of meeting the long-term needs of his career service in Spanish-spenking operational areas where there is a need for first-echelon supervisors.

At the completion of his current assignment, Subject should attend an advanced management course.



	ECRET -			
			EMPLOVE	SERIAL NUMBE
FITNESS REPORT				
ECTION A G	ENERAL			
1. NAME (Lat) (First) (Middle)	A. DATE OF E	SIRTH   SER	GS-15	D .
6. OPPICIAL POSITION TITLE	7. OFF/DIV/E	A OF ASSIGNAE	NT . CURREN	BTATION
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CARCEN-PROVISIONAL (See Instructions - Section C)	X ANNUA	40-	PEAS	HIGHMENT EMPL
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vish supervisory responsibilities MUST be rated on their ability PRCIFIC DUTY NO. 1	to supervise (Ind	icate number of	employees sup	ervised).
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OVERALL PERFORMANC	CE IN CURREN	T POSITION	OF .A	II-24- TARR
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SECTION C	NARRATIVE COMMENTS \
overall performance. State sug- an foreign language competence basis for determining future per	e weaknesses demonstrated in current position keeping in proper perspective their relationship gestions made for improvement of work performance. Give recommendations for training. Comm , if required for current position. Amplify or explain ratings given in Section B to provide beet sonnel action. <u>Manner of performance of managerial or supervisory duties must be described, i</u>
applicable.	n hand manidage daddankad affirm who have an account to
Subject 19	a hard working, dedicated officer who has an unusual Subject is a distinct asset to the Station. In the
amount of dive.	budgeet 18 a distinct asset to the Station. In the
ECTION D	CERTIFICATION AND COMMENTS
*	BY EMPLOYEE
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
ATE MAY 7 1 1953	/s/anature of Employee   /s/anature of Employe
ONTHS EMPLOYEE HAS BEEN	BY SUPERVISOR IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
NOTE BY SUPERVISION	IN THE ART ON THE BEEN SHOWN TO EMPLOYER, GIVE BAPLAKATION
	OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED HAVE SHE SIGNATURE
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28 June 1963	Deputy Chief, SAS

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Fitness Report - Section C - NARRATIVE COMMENTS (Continued)

Subject is at his best in agent handling situations. He uses his Spanish language fluency, experience, and area knowledge to the

Fitness Report warrants an evaluation of "Strong".

At the completion of his current assignment Subject might benefit from participation in an advanced management course.

Subject is a natural for this type of an assignment due to his drive, self discipline, experience, language fluency, and skin color.

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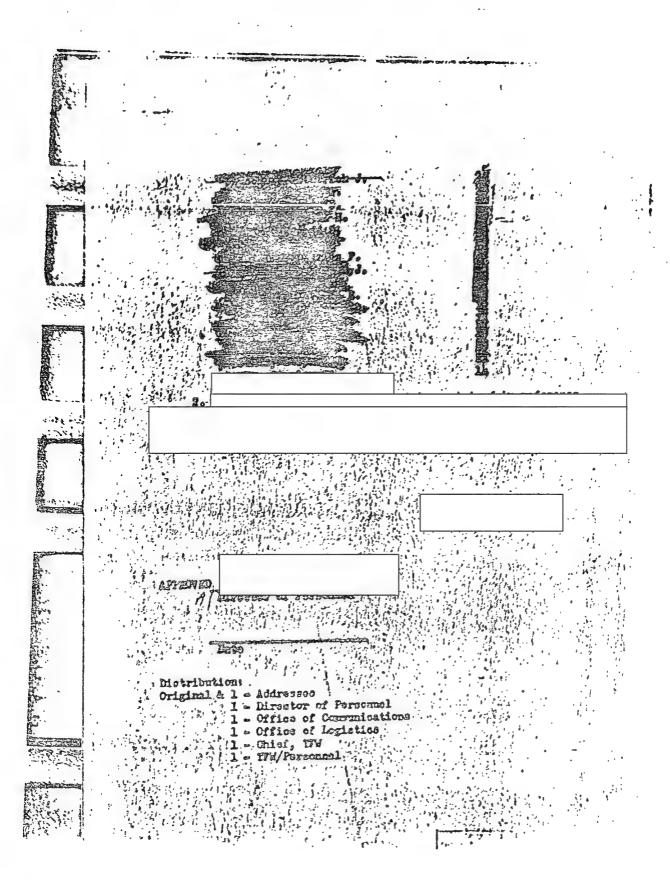
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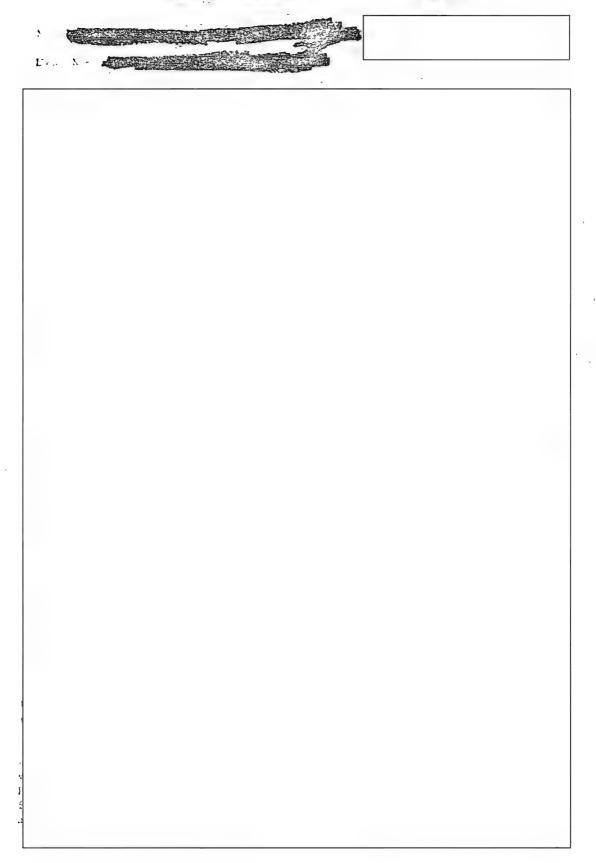


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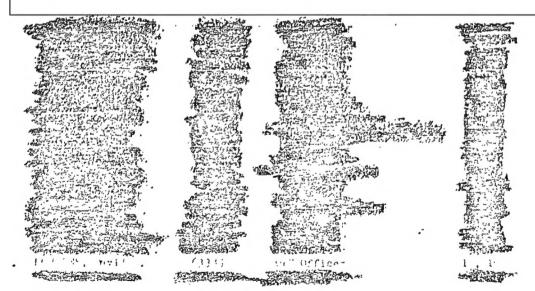
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SECRET FIELD REASSIGNMENT QUESTIONNAIRE TRANSMITTAL INSTRUCTIONS This constituents is designed to provide information for consideration by bandgeorters in planning some most assignment. forh supervisor in the field will ensure that this prestionnairs is completed for each e-place under his immediate supervision and forwarded to headonseters eight (8) months prior to the individual's plumed date of departure from the station. The guestionnaire sill be completed and foresarded through overal channels to beafmusters in tripletage D. The questionnaires of Staff Agents should include cares duties and discussion of cover factors where approrelate. SPECIAL NOTE This form must be prepared with due regard for security considerations. For example, in the This form must be prepared with due regard for security considerations. For example, in the case of enformative and support personnel and others show a duties do not in tenselves reveal sources of information or rething of operations, it is normally sepected that a complete and realistic statement of rayor duties has be reported in them No. 8. However, the nature, exences be disposition. Of information or operations will not be included on the softent about the hand, the description of the socies of certain other sends a prepared on this form. In these cases a general statement of duties will be indicated if the No. 8 was to show the level of responsibilities involved and enable excresses at headquarters its uniter stands he nature of your position. No assess, operational techniques, objectives or purposes of the operational decided. 5.43 202 CHINIETT . \*\* EVIOUS SECRET Obove was greated out

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11 January 1961

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1 June 1961 ~

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## S-E-C-R-E-T (When Filled In)

MEMORANDUM FOR: SA/BR/CFD

ATTENTION:

FROM: Deputy Director of Security (Investigations and Operational Support)

SUBJECT

1. Reference is made to the memorandum dated 23 August 1961

Subject's services are not utilized within six months of the date of this memorandum.

S-E-C-R-E-T (When Filled In)

FOR THE DIRECTOR OF SECURITY:

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(EXCLUSIVE OF THOSE FROM 1960-64)

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